

# **The employment contract**

## **Abstract**

This thesis is dedicated to the employment contract. The main target of this thesis is to evaluate the law regulation of this contractual type and all the coherent regulation, with particular emphasis on the labor codex, with use of specialized literature and conclusions of judicial decisions and eventually to propose what regulation could be implemented by the law maker. The first part of this thesis is the entry to the theme of this thesis and its main target is to explain why I chose this theme, what will be the content of this thesis, what will be its aim and what methods will be used. The second part of this thesis is dedicated to the term of the labor law, its position in the overall system of law and mainly to its principles as they influence the way that the whole labor law regulation is made. The third part of this thesis is dedicated to the term of the employment relationship as to an institute that is indivisible from the employment contract, to the process before it is based between the parties, to the ways of its creation, the content of the institute and its relation to the employment contract. The fourth part of this thesis is dedicated to the employment contract itself. The part describes the process before the contract is concluded, the form of the contract, the content of the contract demanded by the law as well as the content of the contract often made by the parties, the contracting parties and their liability, the period of time for which the contract is concluded and the ways to alter the contract and to terminate it. The fourth part as well evaluates the law regulation and how it is implemented following the principles of the labor law. The fifth part of this thesis is the conclusion in which I give a summary on my findings and how I reached them. I also give a summary on my evaluation of the law regulation *de lege ferenda* and I propose what regulation could be possibly implemented by the law maker after I compared the law regulation with reality and with the way labor law is evolving.

**Klíčová slova:** labor law, employment contract, employment relationship